



*Engineering Duty
Flag Roadshow
2014*



Your ED Flag Officers

RDML Rodman
SPAWAR 05

RADM Johnson
PEO Subs

RDML Antonio
PEO LCS

RDML(S) Hill
IWS 1.0

RDML Galinis
CNRMC

RDML Fuller
NAVSEA 05

RADM Moore
PEO Carriers

RDML Whitney
NAVSEA 04

RDML Grocki
PACFLT N43

Mr. Stackley
ASN(RDA)

VADM Syring
DIR MDA



VADM Benedict
DIR SSP



RADM Berkey
US FFC N43



RADM Lewis
PEO Ships



ED Flag Off-Site 14 Nov 2013



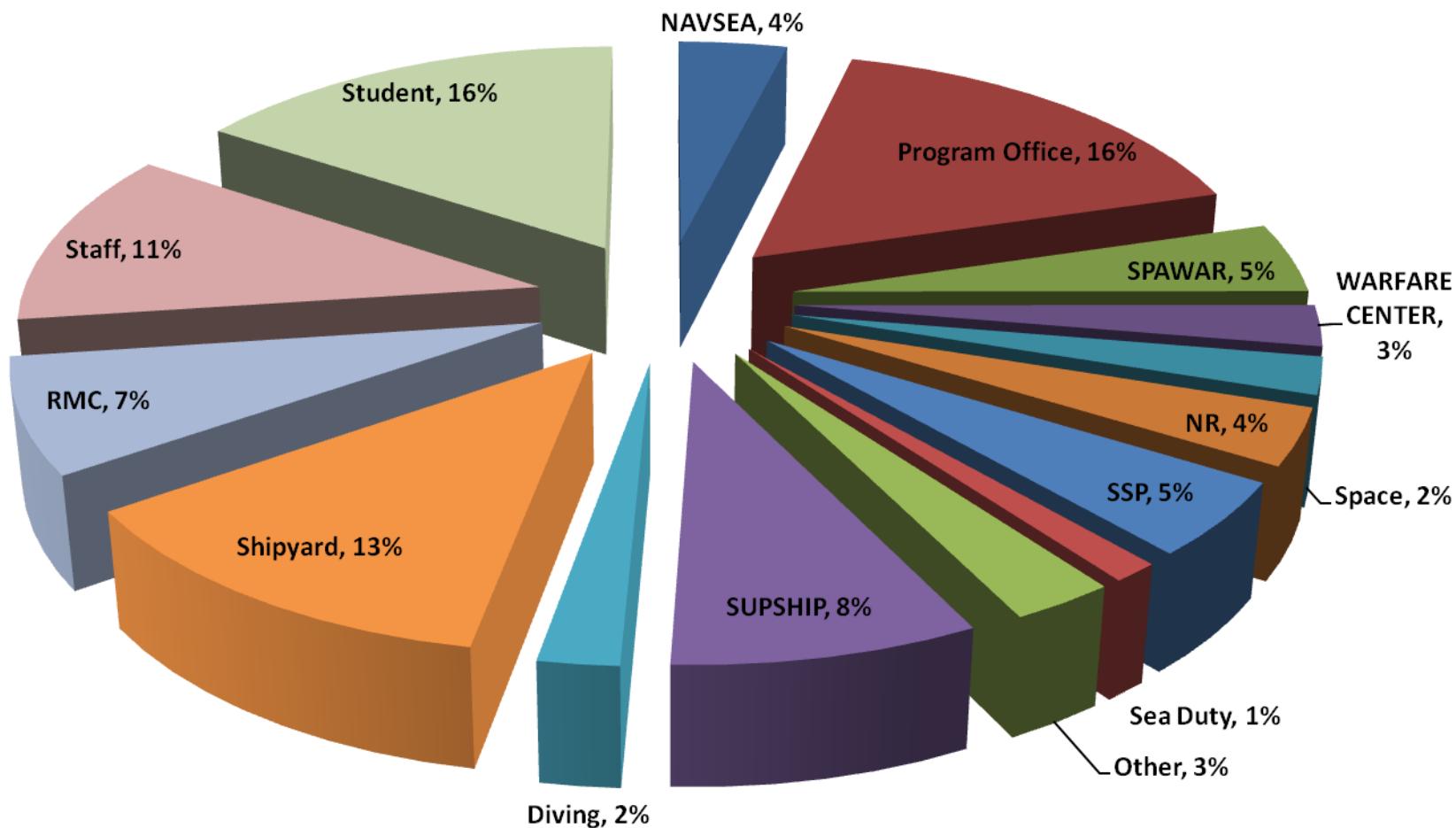
ED Community Themes

- EDs are the crossroads of leadership and technical excellence
 - We must excel at both
- Integrity is essential in all you do all the time (24/7/365)
- Surface ship maintenance is a key ED equity
 - On par with public shipyard maintenance
- Major command should be the professional goal of all EDOs
- These are incredibly challenging times
 - Do not let it discourage you
 - Do not accept the status quo
 - Be a leader for the change that is inevitable

Warfighting First, Operate Forward, Be Ready



ED Billets by Type



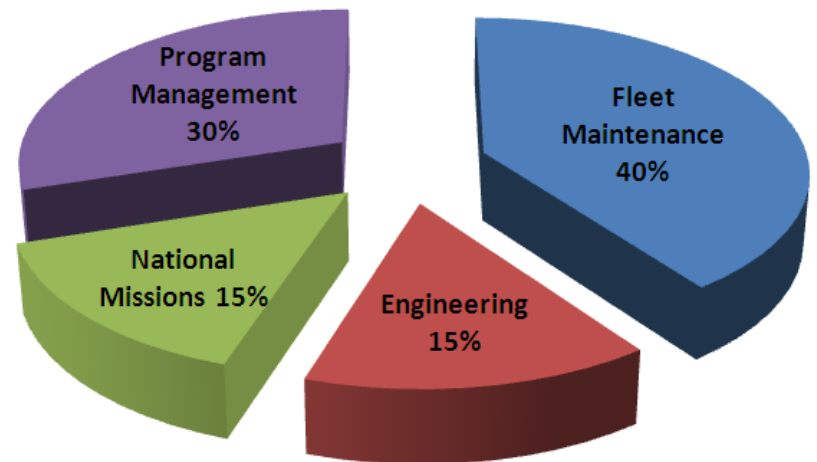
***EDs run the Technical Business of the Navy:
1.5% of officer corps executes ~30% of Navy Budget (>\$50 Billion)***



What EDs Do

EDs provide Warfare-Qualified, Uniformed Leadership in primarily civilian fields (~800 officers lead workforce of > 70,000 civilians)

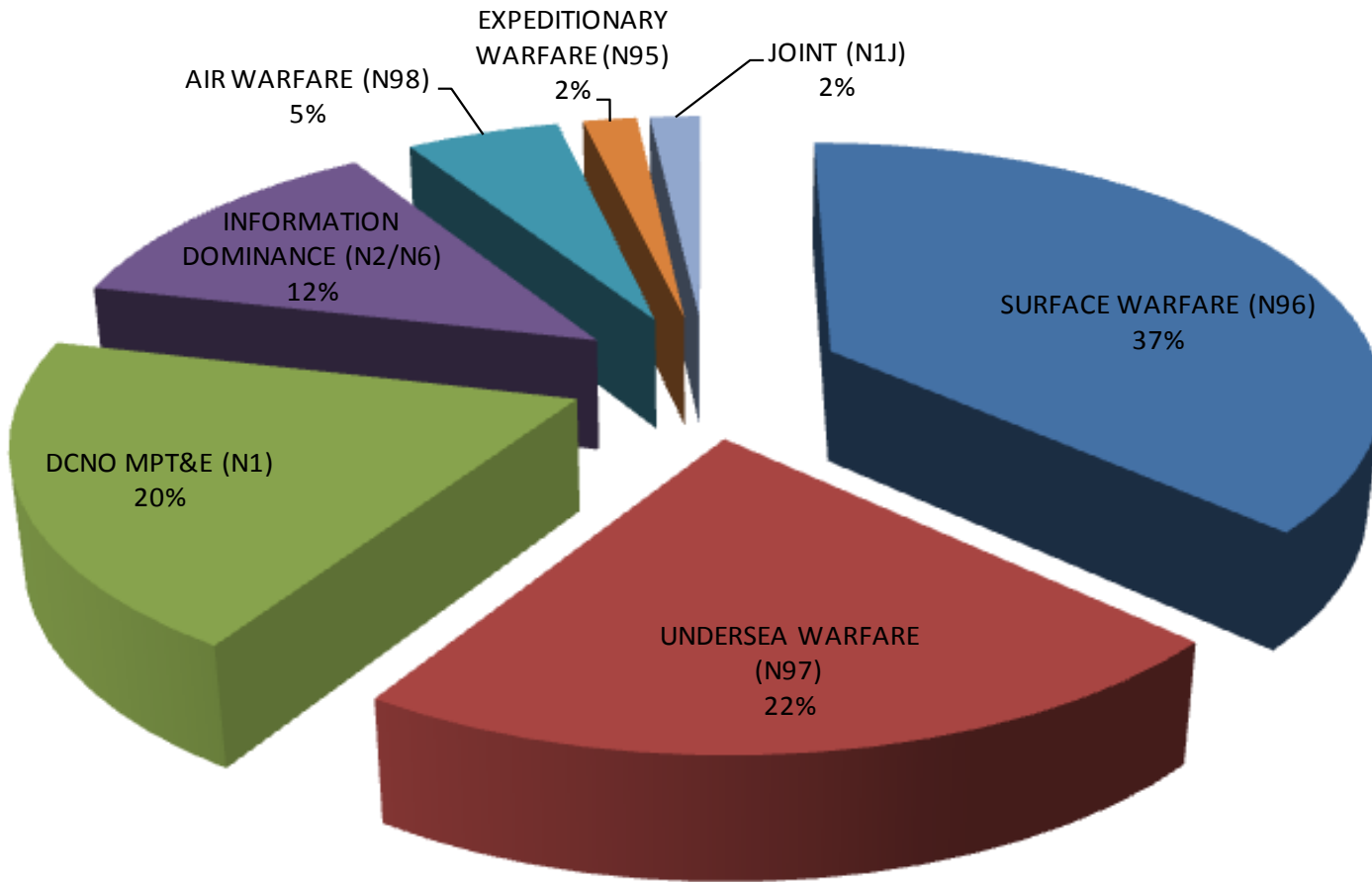
- Fleet Maintenance (~40%)
 - Shipyards, Tenders & RMCs
 - Fleet & TYCOM Staffs
- Acquisition Program Management (~30%)
 - PEOs
 - New Construction SUPSHIPs
- Engineering & Technology (~15%)
 - Warfare Centers
 - HQ Directorates
- National Missions (~15%)
 - Diving & Salvage
 - Strategic Systems
 - Missile Defense
 - Naval Reactors



Note: excludes ~125 student billets



EDO Resource Sponsors





5-Year Promotion Plan

<u>CAPT</u>	<u>FY15</u>	<u>FY16</u>	<u>FY17</u>	<u>FY18</u>	<u>FY19</u>
YG IN ZONE	94/95	95/96	96/97	97/98	98/99
# IN ZONE (SELECTS)	26(17)	31(20)	26(17)	28(18)	28(18)
OPPORTUNITY	65%	65%	65%	65%	65%
FLOW POINT	21-00	21-00	21-00	21-00	21-00

Greater Opportunity than SECNAV, Minimum Flow

<u>CDR</u>					
YG IN ZONE	00/01	01/02	02/03	03/03	04/05
# IN ZONE (SELECTS)	37(31)	39(31)	39(31)	40(32)	41(33)
OPPORTUNITY	84%	80%	80%	80%	80%
FLOW POINT	15-00	15-00	15-02	15-00	15-02

Greater Opportunity than SECNAV, Minimum Flow

<u>LCDR</u>					
YG IN ZONE	04/06	06/07	07/08	08/09	09/11
# IN ZONE (SELECTS)	46(44)	45(43)	45(43)	45(43)	45(43)
OPPORTUNITY	95%	95%	95%	95%	95%
FLOW POINT	10-01	10-00	10-00	9-10	10-00

Greater Opportunity than SECNAV



Mentor Groups

- **IMG: Focus on Fleet Maintenance**
 - Naval Shipyards, RMCs, Repair Officers, Staff/TYCOM N43, NAVSEA 04
 - **Subba Bubbas: Submarine program management, new submarine construction**
 - PEO Subs, SUPSHIP Groton, SUPSHIP Newport News (submarine work)
 - **CVN LCMG: CVN program management, CVN construction**
 - PEO CVN, SUPSHIP Newport News, CHENG
 - **SURFPACK: Surface ship program management, ship construction**
 - PEO Ships, PEO LCS, SUPSHIP Bath, SUPSHIP Gulf Coast
 - **Cannon Cockers: Weapon System acquisition**
 - PEO IWS, MDA, NSWC Port Hueneme, NSWC Dahlgren, TYCOM N2/N6
 - **idEDO: C4I & Space System acquisition**
 - PEO C4I, SPAWAR, SSC PAC, SSC LANT, SSFA, TYCOM N2/N6
 - **SSP: Strategic Systems Programs**
 - Technical Director
 - **Other groups of note: Naval Reactors, Divers**
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Accessions

- Two variations of the ED Option Program
 - MILPERSMAN 1212-040
 - Surface ED Option (about 2/3 of Options)
 - Primary Sources – USNA & NROTC
 - Other Sources – OCS
 - Submarine ED Option (about 1/3 of Options)
 - USNA & NROTC Only
- Still require Accessions via Lateral Transfer (about 30/year)



What's on your mind?



BACK UP



ED Community Themes

- EDs operate at the crossroads of leadership and technical excellence
 - We need to excel at BOTH. Be the very best at what YOU do.
 - Take charge of what you're responsible for
 - Don't get hung up in a stovepipe; interact with other acquisition and line communities
 - Speak so others understand, don't be technocrats. Translate complex technical information into plain English so appropriators and warfighters can make the right decisions.
- Integrity is essential in all you do (on and off the job, 24/7/365)
- Surface ship maintenance is an enduring focus Navy area
 - Key ED equity that is on par with traditional public shipyard maintenance
- Major command should be the professional goal of all EDs
 - Considered the highlight of a successful career in the ED Community
 - While our Flag make up will always support our core fundamentals, we have officers who support other key parts of the Navy and we will respond when called upon. Be ready!
- These are incredibly challenging times
 - Do not let it discourage you
 - We will be a different Navy in 5 years if we don't change
 - Be a leader for that change; think critically, be proactive, do not accept the status quo
 - Focus on "Product over Process" to better support the warfighter



CNO's Tenets

The key considerations we should apply to every decision:

- Warfighting First
 - Be ready to fight and win today, while building the ability to win tomorrow
- Operate Forward
 - Provide offshore options to deter, influence and win in an era of uncertainty
- Be Ready
 - Harness the teamwork, talent and imagination of our diverse force to be ready to fight and responsibly employ our resources

“Be Bold, Confident, and Accountable”



Senior ED Duties & Responsibilities

- Policies
 - Mentor Policy – memo signed by Senior ED, not instruction
 - Diversity Policy – memo signed by Senior ED, not instruction
- Command Screening Board
 - Precept
 - Membership
- Community Decisions / Personnel Decisions
 - Flag Meetings
 - Personnel Flag (RADM Johnson)
- Communication
 - With Other Flags
 - With Community At-Large
 - ED Newsletter
 - ED All-Hands





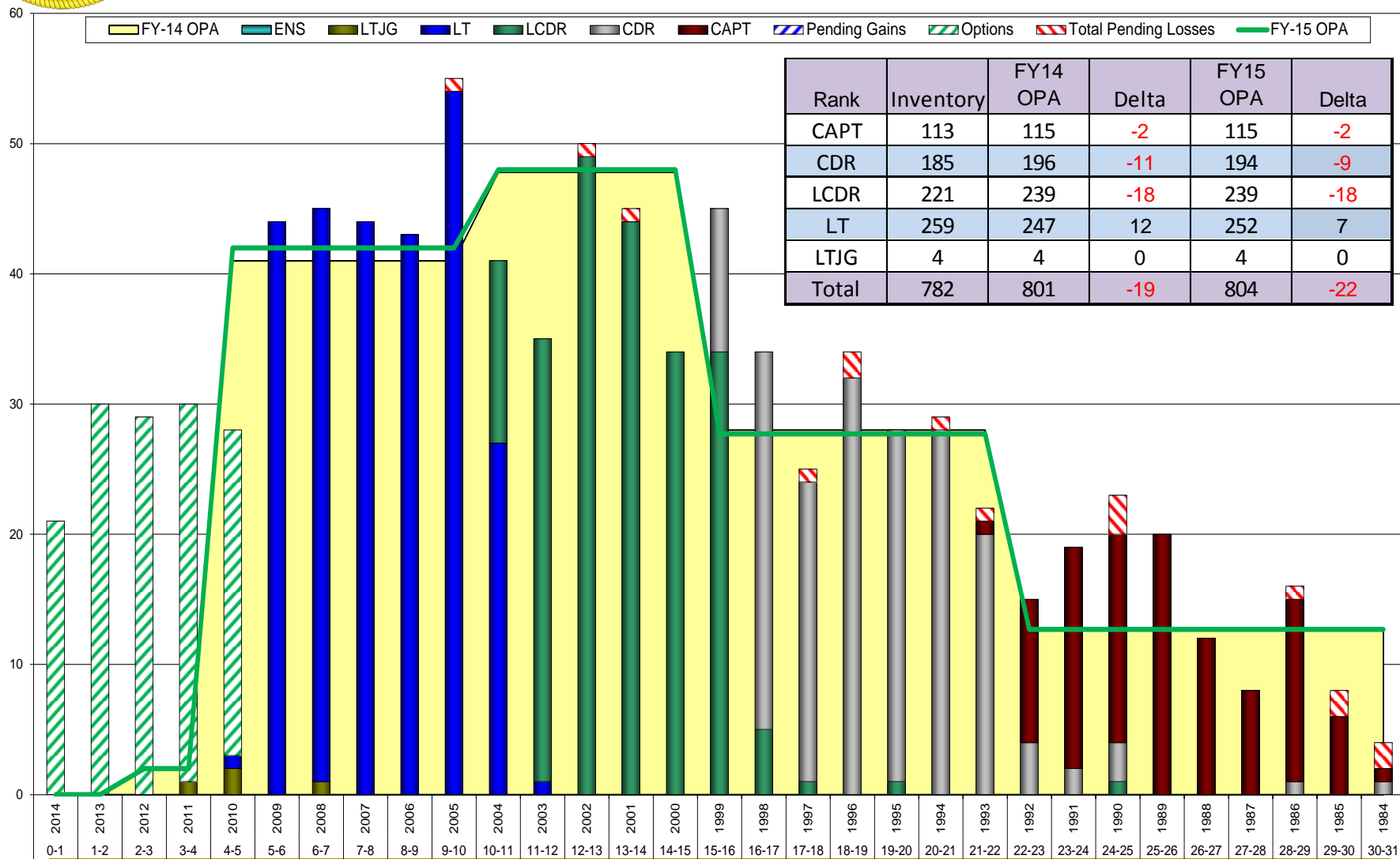
COMNAVSEA Duties & Responsibilities

- Instructions
 - ED Dolphin Program – NAVSEAINST 1520.2
 - Naval Shipyard Management – NAVSEAINST 1520.3
 - EDQP – NAVSEAINST 5400.55J (CH-1)
 - Senior ED is qualifying officer
 - ED School – NAVSEAINST 5400.56
 - Senior ED assigns EDQB Chairman (usually SEA 05)
 - Chairman assigns O-6 membership (in addition to instruction)
- Funding supporting ED programs
 - AMP
 - ED Dolphin Program
 - ED Diversity (budget crunch)
- Slating Panels
 - Precept
 - Membership





November 2013 LOS





ED Option Programs

Two variants of the ED Option program

- Surface ED Option
 - NROTC, USNA, OCS
 - YG 2008 & Future – Officers automatically become EDs upon completion of the following prerequisites:
 - Favorable record review
 - May apply to remain SWO
 - Surface Warfare qualification YG 08/09 (can execute when SWO pin is earned)
 - Within 6 months of promotion to LT (completion of 2 SWO tours) YG 10->
- Submarine ED Option
 - NROTC or USNA
 - Start career as a Submarine Officer
 - Nuclear Power School and Prototype followed by SOBC
 - Three year Division Officer Tour on a Submarine
 - Earn dolphins and have solid performance at sea
 - At PRD from boat, PCS orders to Postgraduate School (technical degree*)
 - Serve as a Submarine Department Head at sea
 - Execute ED Option (officer's choice)

(*) Option is lost if qualifying technical degree not earned during shore tour



Command Opportunities

- ★ = CO (EDO)
- ★ = CO (Non-EDO)
- ★ = MPM

